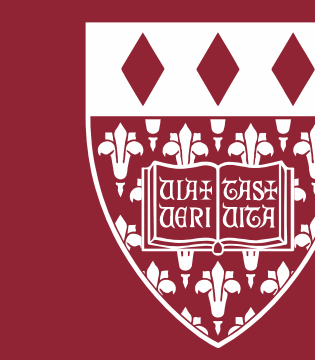# DETERMINING NEWLY LICENSED NURSES' SATISFACTION OF A CLINICAL ADVANCEMENT PROGRAM

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Problem Statement

Retention of bedside nurses is essential for healthcare organizations to ensure positive outcomes for patients and nurses.

There has been a decrease in retention rates nationally. At the organization where this project will be implemented, the 2-year retention rate of newly licensed nurses (NLNs) is below the national average.

Background

It is crucial to maintain or increase nurse's job satisfaction to retain nurses at the bedside.

Empowerment, professionalism, quality of care, and supportive work environments improve job satisfaction.

Clinical advancement programs (CAP) provide professional growth opportunities and improve job satisfaction.
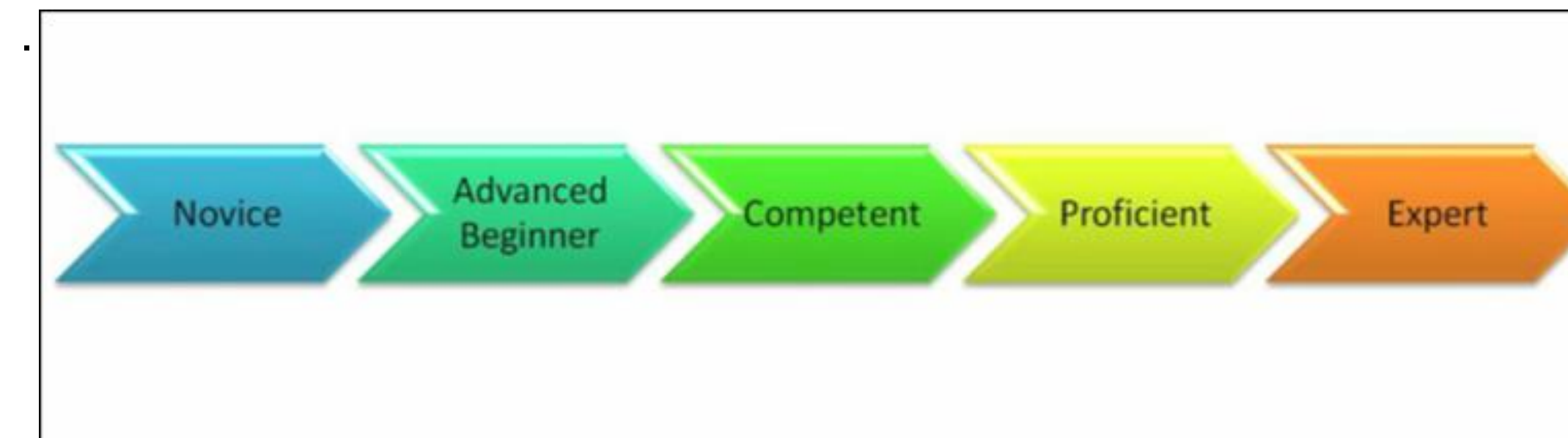
Purpose

To describe the development, implementation, and evaluation of a CAP for NLNs in a 171-bed community teaching hospital located in the Northeast United States.

To determine the perceived satisfaction of NLNs who participate in a CAP.

Conceptual Models
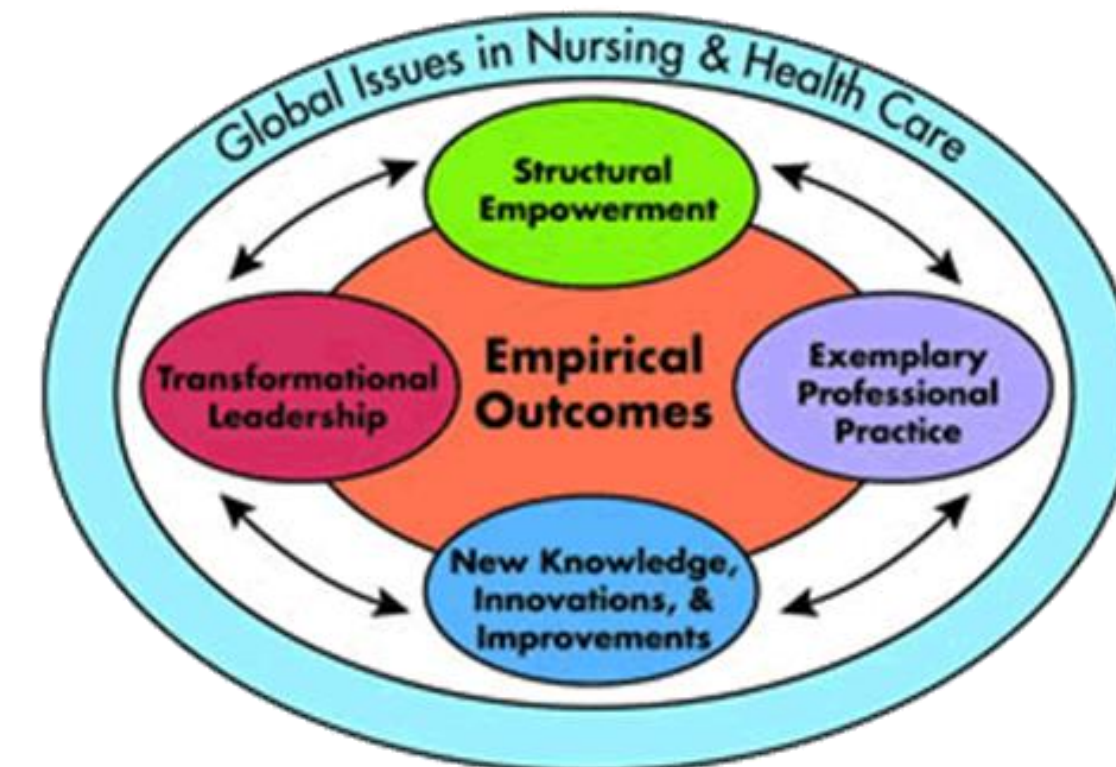
The Magnet® Model consists of five components suitable as a framework for the development of a CAP.

Patricia Benner's Novice to Expert Theory provides the foundation for clinical knowledge development and career progression.

EBP Project Steps

The Model for Evidence-Based Practice Change will guide the development, implementation, evaluation, and dissemination of this project.

Step 1: Assess the Need for Change in Practice

2-Year NLN retention rate
- 2015 100%
- 2016 73%
- 2017 57%

Step 2: Locate the Best Evidence
Review of the literature conducted between May 2019 – November 2020

Step 3: Critically Analyze the Evidence
Johns Hopkins Nursing Evidence-Based Appraisal and Synthesis and Recommendation Tools used to critically analyze the evidence.

Step 4: Design the Practice Change

- Project Charter and CAP Review Committee charters approved through shared governance structure

- Clinical nurse involvement in design of CAP

Step 3: Critical Analysis Table

Evidence Level & Quality Ratings

Number of articles	Rating Level Quality
2	Level IIA
1	Level IIB
13	Level IIIA
22	Level IIIB
1	Level IVA
1	Level IVB
1	Level IVC
3	Level VA
22	Level VB

CAP Process

- **Sample**: Convenience sample of the 2021 Spring NLN residency program

- **Education:** Web-based education & live workshops

- **Evaluation**: Demographics and C.A.R.E. survey completed pre and post participation in CAP program

- **Mentoring:** 1:1 support provided by selected shared governance clinical nurses and nurse leaders

- **Professional Portfolio**
  - Created by the NLN
  - Reviewed by CAP Committee

- **Recognition and Celebration**

Significance

Nursing Practice: Fosters a comprehensive commitment to clinical professionalism and to the organization

Nursing Leadership: Partner with the clinical staff; appreciate increased productivity and an engaged workforce

Nursing Education: Provide opportunities for professional development; reflect on milestones, encouraging further development

Nursing Research: Limited recent research related to CAPs